

Colorado

<https://famli.colorado.gov/>

Date law enacted	Public vote approving Paid Family and Medical Leave Insurance Program: November 3, 2020 Employee Assessment begins: 1/1/2023 Benefits start: 1/1/2024
Benefits can be used for	Medical Leave can be used for a worker's own serious health condition. Family Leave can be used to (1) bond with a child within one year of the child's birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; (3) respond to military exigency. Safe Leave to address needs relating to being a victim of domestic violence, stalking and/or sexual abuse or assault.
Type of law	Competitive between state insurance program and private plans — former automatic if latter not elected by employer.
Funding source	Tax-supported state insurance provides benefits. Private plans may be substituted.
Types of private plans	Insured and self-insured private plans may be substituted.
Employee contributions	State or Private: up to 0.45% up to a state maximum based on the Social Security wage index.
Employer contributions required	State: up to 0.45% (0.9% employee and employer contribution. Shared equally). Private Plan: balance of cost
Employers covered	Employers with one or more employees during each of 20 work weeks in the current or preceding calendar year or paid wages of \$1,500 or more during any calendar quarter in the preceding calendar year.
Employee eligibility requirements	Workers are eligible for leave after earning \$2,500 in wages during their base period (the first four of the last five completed calendar quarters immediately preceding the first day of the individual's benefit year).
How benefits are computed	Starting in 2024, for employees earning 50% or less than the statewide average weekly wage: 90% of the employee's average weekly wage, up to the cap. For employees earning greater than 50% of the statewide average weekly wage, the sum of (1) 90% of one-half the state average weekly wage and (2) 50% of the difference of the employee's average weekly wage and 50% of the state average weekly wage, up to the cap.
Maximum weekly benefits	\$1,100/week
Maximum duration	12 weeks within a 12-month period; extra 4 weeks due to incapacitation during pregnancy or due to childbirth.
Waiting period	None

Colorado (continued)

Maternity benefits

If incapacitated during pregnancy or due to childbirth, may receive up to an additional 4 weeks up to a total of 16 weeks in a 12-month period.

Job protection

Yes, if the employee has been at their current job for at least 180 days.

Family leave covered relatives

Child, parent, parent of a spouse or domestic partner, spouse, domestic partner, grandparent, grandparent of a spouse or domestic partner, grandchild, grandchild of a spouse or domestic partner, sibling, sibling of a spouse or domestic partner, or as shown by the worker, any other individual with whom the worker has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.